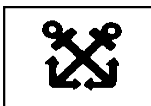


BM CAREER PATH (SW)



Boatswain's Mate (BM). BM is the oldest rating in the Navy and has a rich history of honored traditions. BMs are the leaders and backbone of every ship's crew. BMs maintain the exterior surfaces of ships, deck handling machinery and equipment, handles cargo, operates small boats during a number of evolutions including Anti-Terrorism Operations and Maritime Interdiction boarding's of suspect ships.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	BMCM	22.8 Yrs	CSEL	36	4 th Shore Tour Billet: CSEL, ECM/TECHAD, Training Officer, Dept LCPO Duty: Admin/Operational Staff
23-26	BMCM BMCS	22.8 Yrs 17.3	CSEL	48	4 th Sea Tour Billet: CSEL, Dept LCPO. Duty: CVN, LHD, LHA, LPD, LSD Qualification: SEA
20-23	BMCM BMCS BMC	22.8 Yrs 18.4 13.9	CWO, CSEL	36	3 rd Shore Tour Billet: CSEL, Training Officer, Dept/Div LCPO, Harbor Pilot/Tug Master, Det OIC Duty: Admin/Operational Staff, Enl Comm Mgr, Lead Detailer, RDC, Recruiting, MESSG Qualification: CDO, ACDO, Zone Supervisor, Ships LCPO/RDC/FQA on RDC duty
16-20	BMCS BMC BM1	18.4 Yrs 13.9 10.2	LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor	48	3 rd Sea Tour Billet: Dept/Div LCPO, Craftmaster, Det OIC, 3MC Duty: Ship, Craft Unit, CRS/CRG, PHIB. MSRON/BMF/MST LCPO, NSW Qualification: CDO, OOD, MSRON Patrol Leader/Coxswain/Crew Range Safety Officer/Line Coach, Safety Officer, ATTWO, Debark Control Officer, Crane Safety
12-16	BMCS BMC BM1	18.4 Yrs 13.9 10.2		36	2 nd Shore Tour Billet: LCPO, LPO, POIC, Maintenance Technician, Harbor Pilot, Tug Master Duty: Admin/Operational Staff, Detailer, Course Manager, NSW Qualification: Craftmaster, MTS, QA, Dock Master
8-12	BM1 BM2	10.2 Yrs 4.8		60	2 nd Sea Tour Billet: Maintenance Technician, LPO, SAR Swimmer. Duty: Ship, Craft Unit, MESSG PHIB MSRON, NSW Qualification: WCS, DCTT, STT, LSE, LPO, WDCO, HCO, Deck Safety Supervisor/Level 2 Coxswain/Line Coach/Crew Serve Weapon Operator, INLS Craftmaster



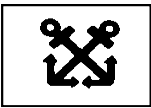
BM CAREER PATH (SW)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
4-8	BM1 BM2 BM3	10.2 Yrs 4.8 2.8	STA-21, OCS, MECP, RDC, Recruiting, Instructor	36	1 st Shore Tour Billet: Rigger, Technician. Duty: Admin/Operational Staff, NSW. Qualification: MTS, ATS, SDO, Recruiter In Charge
1-4	BM2 BM3	4.8 Yrs 2.8	Naval Academy, NROTC, OCS	56	1 st Sea Tour Billet: BMOW, Cargo Handler, Deck Seaman, Small Boat Coxswain, SAR Swimmer Duty: Ship Qualification: DCPO, POOW, 3-M WCS, Warfare Qualification, USCG Ordinary Seaman, Rig Captain, Crane Signalman, Foc'sle POIC, LSE, INLS Deck Supervisor
1+/-	BM3 BMSN BMSA Accession Training	2.8 Yrs		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command

Notes:

1. "A" School is not required.
2. BM is a sea intensive rating (refer to Sea/Shore Flow front page).
3. A tour at PERS as a "BM" Rating Detailer is a highly competitive tour requiring a thorough understanding of the rating, manning, and manpower policies. Special consideration should be given if SCVM is fulfilling and has documented performance in this position.
4. A tour at BUPERS 3 as an Enlisted Community Manager (ECM) is for high-performing E8s or E9s. It is a highly competitive tour requiring a thorough understanding of the rating and manning and manpower policies. ECMs handle multiple ratings affecting tens of thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement quotas, school quotas, and accession and strength policies and initiatives for community health. Special consideration should be given if SCVM is fulfilling and has documented performance in this position.
5. Harbor Pilot, LCAC Navigator, and Craftmaster is a special program that requires an arduous and extended training program to qualify, with billets that have increased responsibility.
6. Consideration should be given to Sailors who have displayed sustained superior performance while serving in Naval Special Warfare (NSW) assignments. These assignments include, but are not limited to, Naval Special Warfare Command, NSW Groups, NSW Units, SEAL Teams, Boat Teams, and NSW Logistical Support Units. Such assignments may not be typical of the traditional career path, yet still provide unique leadership and career-enhancing opportunities valuable to a well-rounded naval career.



BM CAREER PATH (SW)



Considerations for advancement from E6 to E7

1. Sea Assignments:

a. ALL SHIP CLASSES

- Should obtain ESWS and/or any warfare devices available at current command
- Should be assigned LPO/ALPO/WCS of a Deck Division with documented performance
- Should be Deck Special Evolutions POIC qualified
- Should be Davit Captain/POIC qualified
- Should be UNREP Rig Captain/POIC qualified
- Deck Safety Observer qualification
- UNREP Safety Observer qualification
- STT/DCTT/ATTT member/training team involvement
- Repair Locker Leader qualification
- OOD (I/P) qualification
- Duty Section watchbill coordinator
- Asst Command Collateral (ie: ACFL, Asst. CMEQ, Asst. DAPA, Dept. Mentorship Coord, Dept ESWS/EAWS coord, FCPOA involvement)

b. CVN

- Navy Standard Fuel Delivery Winch Operator qualification
- Enlisted Section Leader qualification/designation
- CPI Program Involvement/Qualifications (Green Belt/Yellow Belt/etc)

c. DDG/CG/LSD/ESB

- LSE/Flight Deck Officer qualification/designation

d. LPD/LSD/LHD

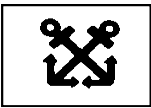
- Should be Well Deck POIC/LCAC Ramp Marshall qualified
- Well Deck Safety Observer qualification
- Well Deck Control designation
- Crane Operator/Signalman (LPD/LSD)
- Crane Safety Observer (LPD/LSD)

e. LCS/PC/MCM

- CICWO qualification/designation
- LSE/Flight Deck Officer qualification/designation
- Boat deck POIC/Safety Observer
- Mission Bay POIC
- Unrep Rig Captain
- STT Member

f. ACU/BMU/NBU/ACB/MESG/MSRON, NSW

- Craft Master (minus ACU 4/5, NBU 7 LCAC)
- Load Master
- Salvage Petty Officer (BMU)
- Beach Party Team Commander (BMU)
- Senior Ramp Marshall (BMU)
- INLS Operator (ACB)
- Qualify Coxswain (MK IV)/Patrol Leader
- Boat Team Leader (CRF)
- Weapons Line Coach (CRF)
- CDO/SDO



BM CAREER PATH (SW)



- g. STAFF DUTY (CSG/DESRON/PHIBRON)
 - SDO
 - Documented performance in shipboard evolutions/assessments (not just a ship rider)

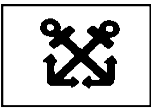
2. Shore Assignments (all)

- Detailer
- Training Teams (ATG/NFMT)
- Instructor Duty (MTS at completion-all ranks)
- Recruiter Duty LPO
- Port Operations Quals (Dock Master/Oil Spill Response Team Leader/SIBC/PODO)
- Major Command Collateral
- Range Safety Officer (RSO), Small Arms Instructor, Crew Served Weapons Instructor (CRF)
- CRG TEU Training Team Lead
- MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/CRG/etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement
- ATS is an Afloat Training Group Program. Personnel assigned to ATG should qualify ATS if available at current command.
- Port Operations Tug Master

Considerations for advancement from E7 to E8

1. Sea Assignments:

- a. ALL SHIP CLASSES
 - Should obtain ESWS and/or any warfare devices available at current command
 - Should be assigned Divisional/Department LCPO
 - Should be Deck Safety Observer qualified
 - Should be UNREP Safety Observer qualified
 - Should be OOD (I/P) qualified
 - Qualified Duty Section Leader
 - ATTWO qualification/designation if available
 - STT Coord, DCTT, ATTT, ITT team or other Training Team member
 - Repair locker leader or other Damage Control organization involvement
 - Command Collateral with documented impact (CFL, CMEO, CFS, DAPA, Mentorship, Sponsor)
 - CPOA involvement
 - Sailor 360 involvement
 - Enlisted watchbill coordinator
- b. CVN
 - Navy Standard Fuel Delivery Winch Operator Qualification
- c. DDG/CG/LSD/ESB
 - Flight Deck Officer qualification/designation
 - Helicopter Control Officer qualification/designation
- d. LPD/LSD/LHD
 - Should be Well Deck Safety Observer qualified
 - Well Deck Control/Docking Officer qualification/designation
 - Should be Crane Safety Observer qualified (LPD/LSD)
- e. LCS/PC/MCM
 - CICWO qualification/designation
 - JOOD



BM CAREER PATH (SW)



- HCO
- Mission Bay Control Officer/Designation (equivalent to WDCO)
- Embarcation Officer
- SAR officer
- DCTT Member
- STT coordinator

f. ACU/BMU/NBU/ACB/CRG/CRF/NSW

- Craft Master
- Salvage Officer (BMU)
- Beach Party Team Commander (BMU)
- Senior Ramp Marshall (BMU)/Salvage Officer (BMU)
- Range Safety Officer or Range OIC (CRF/BMU)
- Boat Captain (MK VI) and or Patrol Officer (SEA ARK)
- CDO/SDO

g. STAFF DUTY (CSG/DESRON/PHIBRON)

- SDO
- Documented performance in shipboard evolutions/assessments (not just a ship rider)

2. Shore Assignments (all)

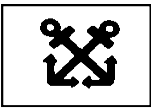
- Detailer, Rating Specialist
- Instructor Duty/Course Supervisor/Training Safety Officer
- Recruit Division Commander/FQA
- Recruiting/MEPS
- Port Operations Quals/LCPO Port Ops/Tug Master/Harbor Pilot
- Major Command Collateral
- Range Safety Officer (RSO), Small Arms Instructor, Crew Served Weapons Instructor (CRF)
- CRG TEU Training Cell LCPO
- SDO/CDO
- ATG Team Lead
- TYCOM
- MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/CRG/etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement.
- ATS is an Afloat Training Group Program. Personnel assigned to ATG should qualify ATS if available at current command
- Port Operations Tug Master

Considerations for advancement from E8 to E9

1. Sea Assignments:

a. ALL SHIP CLASSES

- Should obtain ESWS and/or any warfare devices available at current command
- Should be assigned Department LCPO
- Should be Deck Safety Observer qualified
- Should be UNREP Safety Observer qualified
- Should be OOD (I/P) qualified
- Qualified Duty Section Leader
- ATTWO qualification/designation if available
- STT Coord, DCTT, ATTT, ITT team or other Training Team member
- Repair locker leader or other Damage Control organization involvement
- Command Collateral with documented impact (Warfare Program, CFL, CMEO, CFS, DAPA,



BM CAREER PATH (SW)



- Mentorship, Sponsor)
- CPOA involvement
- Sailor 360 involvement
- Senior Enlisted watchbill coordinator

- b. CVN
 - Navy Standard Fuel Delivery Winch Operator Qualification
 - Senior Enlisted Section Leader

- c. DDG/CG/LSD/ESB
 - Flight Deck Officer qualification/designation
 - Helicopter Control Officer qualification/designation

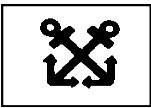
- d. LPD/LSD/LHD
 - Should be Well Deck Safety Observer qualified
 - Well Deck Control/Docking Officer qualification/designation
 - Should be Crane Safety Observer qualified (LPD/LSD)

- e. LCS/PC/MCM
 - CICWO qualification/designation
 - JOOD
 - HCO
 - Mission Bay Control Officer/Designation (equivalent to WDCO)
 - Embarkation Officer
 - SAR officer
 - DCTT Member
 - STT coordinator

- f. ACU/BMU/NBU/ACB/MESG
 - Craft Master
 - Salvage Officer (BMU)- Range Safety Officer or Range OIC (CRF)
 - Platoon/Company LCPO (CRF)
 - Should be qualified up to Patrol Officer (CRF)
 - DET OIC (CRF/BMU/ACU/ACB)
 - CDO/SDO

- g. STAFF DUTY (CSG/DESRON/PHIBRON)
 - SDO
 - Documented performance in shipboard evolutions/assessments (not just a ship rider)

- 2. Shore Assignments (all)
 - LCPO/SEL at large training command or Port OPS/Tug Master/Harbor Pilot
 - Lead Detailer/Special Programs/ECM Tech Ad/Rating Specialist
 - Learning Center Rating Lead
 - Recruiting/MEPS SEL
 - ATG Team Lead
 - TYCOM
 - Recruit Division Commander/FQA/Ship LCPO
 - SDO/CDO
 - Sailor 360 involvement
 - Range OIC (CRF)
 - LCPO/SEL of MESG TEU
 - Major Command Collateral



BM CAREER PATH (SW)



- MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/MESG/etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement
- ATS is an Afloat Training Group Program. Personnel assigned to ATG should qualify ATS if available at current command